

POSITION EVALUATION SUMMARY

Organization: Various USACE Districts' IM Organizations

Position No.: _____

Evaluation Factors	Factor Level Used (FL No., etc.)	Points Assigned	Comments
1. Knowledge Required by the Position	FL 1-7	1250	See Page 2
2. Supervisory Controls	FL 2-4	450	See Page 2
3. Guidelines	FL 3-3	275	See Page 2
4. Complexity	FL 4-4	225	See Page 2
5. Scope and Effect	FL 5-4	225	See Page 3
6/7. Personal Contacts and Purpose of Contacts	Level 2B	75	See Page 3
8. Physical Demands	FL 8-1	5	See Page 3
9. Work Environment	FL 9-1	5	See Page 3
Total Points		2510	Standards Used GS-2200, IT Guide dtd May 01
Grade Conversion		GS-11 2355-2750 Point Range	

Additional Remarks:

The job assignments and requirements of this position fully meet the occupational series definition for the Information Technology Management Occupational Series GS-2200 (Page 4) and is, therefore, properly classified to the GS-2210 Series.

This position is titled IT Specialist (NETWORK/INTERNET) since the assignments involve work in network and Internet with each equal in grade value. Reference Page 4, Titling Practices of the GS-2200 Guide.

Title, Series, and Grade Assigned:

Information Technology Specialist (NETWORK/INTERNET) GS-2210-11

Date: _____

FL 1-7 (1250 Points)

This position exceeds FL 1-6. Level 6 positions normally participate and/or assist in design/development of simple to moderately complex IT systems. Subject position is a responsible technical specialist/leader of the design and development of network/Internet systems for organizations within the District and/or participates extensively in design/development of very complex IT systems for entire District. This is consistent with Level 7. Subject position does not meet FL 1-8. Level 8 positions are technical experts/authorities, leaders, and masters of the design, development of advanced, critical and/or previously unsolvable IT systems for a Division and its' subordinate Districts.

FL 2-4 (450 Points)

This position exceeds FL 2-3. Supervisors over Level 3 positions define/provide plans and approaches for incumbent to follow. There are clear precedents to follow. Incumbent resolves common problems but takes more difficult problems to supervisor for resolution. Subject position participates with supervisor in determining time frames, stages, and possible approaches. Incumbent independently plans approach, methods to be used, applies new methods to resolve complex, controversial, unprecedented problems. This is consistent with FL 2-4. Subject position does not meet FL 2-5. Level 5 position is responsible for and serves as the technical authority for a significant agency or equivalent-level IT program/function where the incumbent defines the objectives of an assignment associated with the program/function.

FL 3-3 (275 Points)

This position exceeds FL 3-2. Level 2 positions use a number of guidelines that are directly applicable to assignments, prescribe established procedures, and provide clear precedent. The guidelines used by the position are a direct match to FL 3-3 guideline criteria reflected on Page 50 of the GS-2200 Guide. The guideline requirements of this position fail to equal FL 3-4 requirements here guidelines are general in nature with little specificity regarding approaches to be used in accomplishing the work. At this level, assignments typically require deviation from traditional method or approaches. Such characteristics are not typical of the guidelines and the judgment required in their application for this position.

FL 4-5 (225 Points)

This position exceeds FL 4-3. Level 3 positions are concerned with applying a series of different and unrelated processes and methods, selecting appropriate courses of action from many acceptable alternatives. Subject position deals with many different and unrelated processes/methods pertinent to IT functions where there is a need to consider different approaches to deal with incomplete/conflicting data. This requires the use of judgment/originality in interpretation of data, planning the work and refining methods/techniques of the work. This is consistent with Level 4 positions. FL Level 4-5 is not met. Level 5 positions' complexity of work involves a broad range of multiple IT activities; decisions required involve major uncertainties requiring the conception and development of solutions to highly complex technical issues.

FL 5-4 (150 Points)

This position exceeds FL 5-3. Level 3 positions deal with a variety of common problems/situations that are generally handled by established criteria and the effect of the work affects the local design, testing, etc., of IT systems and the quality of services. The incumbent of this position must establish criteria, formulate projects, etc., for a variety of unusual conditions/problems where the effect of the work affects a wide range of District-wide activities/organizations. This is consistent with level 4. FL 5-5 is not met as the work involves isolating/defining unprecedented conditions and developing/testing new techniques that affect the work of technical experts and/or the development of major portions of agency-wide IT programs.

FACTORS 6, 7, 8, and 9 are clearly evaluated to the levels indicated above and do not need supplementary evaluation analysis.